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THE RELEVANCE OF THE APPLICATION OF STRUCTURAL MANAGEMENT IN UZBEKISTAN

Maxkamov Navruzjon Tukhtamishevich
Teacher of the Samarkand regional branch of the Academy of Public Administration
under the President of the Republic of Uzbekistan
kamila.makhkamova@gmail.com
Uzbekistan

ABSTRACT

This article describes the importance and relevance of its use in the management of systemic management, suggests the process and mechanisms of building management methods in public administration of the Republic of Uzbekistan and becoming increasingly of systematic analysis in management, the need to apply modern management. To make the concept of a system, the importance of a systemic approach, more understandable, the article highlights a talk about a system that is specific to everyone.

Keywords: System management, system analysis, public entrepreneurship, system approach, system, public service

INTRODUCTION

Systematic analysis in management, the need to apply modern management is becoming increasingly important. Research is being conducted in the field of state entrepreneurship development almost all over the world. For example, in the UK and even New Zealand, mid-level managers are contracted for a specific period of time to achieve a specific result in the service they lead. The extension of the contract depends on it.

Under German law, one of the hallmarks of a governing body is the possession of office, which serves as an integral part of the state mechanism. Officials are given broad administrative powers, state-owned or public-law functions. In modern German legal literature, an official is a person who, on the basis of an oath of allegiance, has a public-service relationship with a legal entity of public administration and performs public-law functions on his behalf.

The primary role of cultural factors in public administration, including public administration, the formation of a new culture, was realized. For example, 10% of the civil service reform plan proposed by the Government of Canada is related to changes in legislation, 20% to innovations in the structure and functions of bodies, and 70% to improve the culture of interaction and the environment in public institutions.

Another aspect of the process of radical change in the civil service is its turn towards the population. The citizen is no longer seen as a “managed” entity, but as a specific client of public institutions. The citizen is moving from the status of "guardian", "applicant" to the status of a consumer who exercises his rights to public services. This is why civil rights and guarantees of their observance in relations with the state, as well as its participation in governance, transparency of the administrative organization, its responsiveness and closeness to people, ease of access to information for citizens and other issues are becoming more relevant.

LITERATURE REVIEW

If we look at the history of systemic or modern management, we see that it began to develop in the West in the 60s and 80s of the twentieth century.

Representatives of this school (American Ch. Barnard, G. Simon) substantiate the following four approaches in modern management:

1. *Systematic approach.*
   A system is a set of interconnected parts (elements). Each part contributes to the transformation of the whole system. Organization is an integrated open system. Its fate depends on the external and internal environment. The systematic approach to the management of the organization focuses mainly on its internal environment (economic, scientific, technical, socio-political).
2. *Situational approach.*
   Although in a systematic approach we can find the answer to the question of what parts the whole organization consists of, it is not a question of which parts are important and which are secondary or tertiary.

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A situational analysis answers the question of which part of the whole is most important. At the same time, changes in the internal structure of the organization are studied in relation to the influence of the external environment. However, different levels of situation require different levels of knowledge.

3. *Functional approach*
   This approach allows management to develop the most rational ways of organizational mechanisms. In this context, management performs the following functions:

Planning;
Organizing;
Leading;
Coordinating;
Controlling and so on;

4. *Quantitative approach.*
   In this approach, mainly should be paid attention on:

- the operational principle of management;
- Principles of decision theory;
- mathematical or scientific management.
- the management process in the quantitative approach, not only mathematics, statistics, cybernetics, engineering, but also sociology, psychology, systems theory are widely used.

M.Sharifkhodjaev and Y.Abdullaev "The purpose of modern management is to study the decision-making process using information and communication technologies and the latest mathematical methods and tools. Systematic management aims to ensure the soundness of decisions [5].

O.A Safarov noted that in the modern economy, 16.0% of the total wealth of any country falls on material capital, 20.0% on natural resources, 64.0% on human capital and modern management in the processes related to management and adherence to its principles[6].

Scientists who have conducted research in this area A. Dubova and D. Razumov analyzed the distribution of power and responsibility between the state and city authorities in Russia and the introduction of flexible tools in the development of the regions. He also studied how management activities are evaluated by criteria aimed at improving the living standards and quality of life of the population. On the basis of strategic management developed proposals and recommendations for the development of concepts of socio-economic development of the regions, the development of programs for the development of cities and regions.

The Address of the President of the Republic of Uzbekistan Shavkat Miromonovich Mirziyoyev to the Oliy Majlis on January 24, 2020 also emphasizes the need to apply modern management in management, systematic analysis, taking into account all factors in the integrated development of the Republic, regions and industries. In particular, "it is necessary to accelerate the process of urbanization, comprehensive development of the regions, the creation of decent living conditions for the population."[8]

METHODOLOGY

To make the concept of a system, the importance of a systemic approach more understandable, let's talk about a system that is specific to everyone. When we imagine the universe, especially our galaxy as well as being a holistic system, its constituent elements also form separate systems. For example: the solar system within it. A change in any element of this system has an effect on the overall change of the galaxy, that is, on the whole system. The solar system also forms an integrated system with several planets moving around it, and in turn, each planet (or each part of the solar system) forms a separate integrated system. For example, the planet Earth forms a system together with its moon, which is its satellite, and even when viewed separately, it forms a separate system. The parts of the planet Earth (e.g., continents, states) are also part of the Earth or part of a system, but they themselves form a separate system and interact with other systems. Similarly, Uzbekista forms an element of large system. Moreover, the parts in it also forms a separate system which interacts with other systems (government, international organizations, etc.).

For this study, tasks and pre-post tests have been administered to 20 administrators, two groups which were consisted of 10 adminstrators in each, from the different regions of Uzbekistan. They were chosen at random and were all administrators between the ages of 45 and 60. So in order to understand the effect the relevance of the application of structural management in uzbekistan we had chosen the group where we used the questionary in case to make clearer and more interesting the given task them what we had chosen for experiment.where we have a talk and discussion on the theme. And another group was given the questionary without any talk.

First, the pretest was administered to all participants. Then, ten of those administrators were practiced with the teacher who had a talk and discussion on the theme using professional competence during the experiment. And the second teacher experimented without any of them. Subsequently all the administrators were given exactly the same test as the post test.

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The tasks and the tests had been carried out in the exam which is used to after. The post test was applied to the students just after they had completed the tasks. This, of course, increases the reliability of the test results since it was held when the effects of the tasks were still fresh.

RESULTS

In order to compare the results of the same test was given to both groups; we tested them with the same tests. But received results of two groups differed.

Table 1

Groups	Number of administartors	Mean	Assimilation percentage
Experienced group	10	8	80
Non-experienced	10	6	60

RESULT AND DISCUSSION

Changes in other countries will, of course, affect Uzbekistan. For example, the spread of coronavirus in China has led to delays in the import of cars, parts and other goods, a sharp rise in prices for masks and other medicines, the suspension of flights to Uzbekistan (which in turn has a negative impact on tourism) change and so on. Uzbekistan is not only a separate system, but also a number of interconnected systems. That is, the Presidential Administration, the Cabinet of Ministers, the Oliy Majlis, the Supreme Court, which are elements of the system of governance in Uzbekistan, also form separate systems and are interconnected. The 12 regions, the Republic of Karakalpakstan and the city of Tashkent, which are part of the integrated system of Uzbekistan, are also considered as separate interconnected systems.

As an example, consider the Judicial System, its interrelationships and interactions with other systems. The Supreme Court consists of several courts (administrative, economic, criminal, civil). The courts also have their own separate system. The success of any judge in any part of the Republic, or an innovation in the field, has a positive impact not only on that judge, not only on that regional court, but on the entire judicial sphere or system, and vice versa. If we consider such cases as the influence of the internal environment of the judicial system, we can cite the influence of the external environment as changes in other systems related to this system. For example, certain changes in the Oliy Majlis, innovations in the education system (for example, the resumption of jurisprudence in higher education institutions other than Tashkent Law University), changes in the media, information and communication technologies (systems) also affect the judicial system and vice versa.

Within the framework of the topic, it is planned to change the approach of civil servants to their profession and service tasks through the use of a systematic approach in public administration, industries, enterprises and organizations in Uzbekistan. In other words, any positive result of any civil servant within his / her duties, territory (department, department, direction, etc.) has a positive impact not only on his / her activities, the activity of the enterprise he / she manages, but also on other systems. In the end, it is important to correctly explain to every civil servant that the success of each civil servant in his work will lead to another step in the development of Uzbekistan, otherwise it will have a negative impact.

There are many areas and processes where a systematic approach is applied in production and practice, but in some areas there are still shortcomings. For example, in order to develop the socio-economic development of a particular region, each sector, each sector develops its own road map or program of measures. If these programs are not coordinated, there are also cases where some work has to be done over and over again, or, someone else's work has to be disrupted by another area. More precisely, today we are witnessing the laying of newly laid asphalt communication networks for replacement or repair or for other purposes, repeatedly demolished and re-laid. This is also one of the factors indicating the lack of a systematic approach.

One more fact that the teacher of mathematics in the secondary school No. idagi in Izbaskan district of Andijan region does not organize quality lessons, has a negative impact not only on his students, №-school or Izbaskan district, Andijan region, but also on the overall development of the Republic. For example, if one of the students who did not have the necessary knowledge under the influence of this teacher will serve in the military in Uzun district of Surkhandarya region in the future, we can see how the scope of his ignorance can expand.

CONCLUSION

We would like to make the following proposals to expand the scope of systematic management analysis in Uzbekistan:

A) Systematic analysis, teaching the basics of a systematic approach, the principles of its application in practice, first in general secondary schools, then in secondary special, vocational education, and then in higher education institutions. B)

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Achieve a change in their approach to their job responsibilities by teaching civil servants a systematic management and approach.
C) Ensuring their parallel, balanced development by strengthening the interconnection of all sectors and regions and applying a systematic approach.
G) Expanding the training of civil servants in special courses on the application of systematic management analysis in public administration.

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